

# Position Classification & Pay Plan for Moore County - Effective September 20, 2016

TITLE	GRADE	BAND	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
4-H Assistant	101	A	15,904	16,438	16,971	17,506	18,041	18,575	25,718
Compactor Operator	101	A							
Gym Supervisor	101	A							
Library Page	101	A							
Nutrition Site Manager	101	A							
Park Assistant	101	A							
Seasonal Maintenance	101	A							
Animal Shelter Assistant	102	B	16,698	17,260	17,820	18,382	18,944	19,503	27,003
Certified Nursing Assistant I	103	H	17,534	18,122	18,711	19,301	19,890	20,479	28,354
Certified Nursing Assistant II	104	H	18,410	19,028	19,647	20,266	20,883	21,502	29,771
MCTS Driver	104	B							
Custodial Worker	105	B	19,331	19,981	20,630	21,279	21,928	22,577	31,261
Community Social Services Assistant	106	H	20,298	20,979	21,661	22,344	23,024	23,706	32,824
Groundskeeper	107	B	21,313	22,029	22,744	23,459	24,174	24,891	34,464
Lead Certified Nursing Assistant	107	H							
Lead Custodial Worker	107	B							
Animal Shelter Attendant	108	B	22,379	23,129	23,881	24,632	25,385	26,137	36,189
Meter Technician	108	B							
Office Assistant III	108	F							
Processing Assistant III	108	F							
Secretary	108	F							
Volunteer Services Coordinator	108	F							
Library Technician	109	F	23,497	24,287	25,075	25,864	26,654	27,443	37,997
MCTS Lead Driver	109	B							
Medical Office Assistant	109	F							
Tax Assistant I	109	F							
Truck Driver	109	B							
Weighmaster	109	B							
Accounting Clerk IV	110	F	24,671	25,499	26,328	27,158	27,986	28,815	39,896
Accounting Technician II	110	C							
Billing & Collections Clerk I	110	C							
Container Site Supervisor	110	D							
Customer Service Representative	110	F							
Library Technician II	110	F							
Nutrition Coordinator	110	F							
Office Assistant IV	110	F							
Processing Assistant IV	110	F							
Veterans Services Assistant	110	F							
Water Pollution Control Plant Operator Trainee	110	B							
Administrative Secretary	111	F	25,904	26,776	27,646	28,515	29,387	30,256	41,891
Income Maintenance Caseworker I	111	H							
Trucking Supervisor	111	D							
Accounting Clerk V	112	F	27,200	28,115	29,028	29,941	30,856	31,770	43,986
Accounting Technician III	112	C							
Administrative Services Assistant V	112	F							
Child Support Agent I	112	H							
Equipment Operator	112	B							
Human Resources Technician I	112	C							
Maintenance Technician	112	B							

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Master Control Room Operator	112	G							
Personnel Technician I	112	C							
Processing Assistant V	112	F							
Processing Unit Supervisor V	112	D							
Program Assistant V	112	F							
Tax Assistant II	112	F							
Utility Equipment Operator	112	B							
Utility Field Services Technician	112	B							
Utility Locator	112	B							
Utility Maintenance Technician	112	B							
Water Pollution Control Field Operator	112	B							
Water Pollution Control Lab Technician	112	E							
Water Pollution Control Plant Operator I	112	B							
Administrative Assistant I	113	C	28,560	29,520	30,479	31,438	32,398	33,358	46,186
Assistant Veterans Services Officer	113	H							
Billing & Collections Clerk II	113	C							
Care Manager	113	H							
Case Manager	113	H							
Electrical/Maintenance Technician	113	B							
Human Services Coordinator I	113	H							
HVAC/Maintenance Technician	113	B							
Income Maintenance Caseworker II	113	H							
Income Maintenance Investigator I	113	H							
Nutritionist I	113	E							
Social Worker I	113	H							
Tax Assistant III	113	F							
Water Pollution Control Plant Mechanic	113	B							
Water Pollution Control Plant Operator II	113	B							
Water System Operator	113	B							
Animal Services Officer	114	G	29,989	30,996	32,003	33,011	34,018	35,025	48,495
Athletic Supervisor	114	D							
Auto Mechanic	114	B							
Billing & Collections Clerk III	114	C							
Business/Personal Property Appraiser	114	E							
Custodial Supervisor	114	B							
Deputy Register of Deeds II	114	F							
Detention Officer	114	G							
Fitness Room Coordinator	114	B							
Human Resources Placement Specialist	114	H							
Licensed Practical Nurse (LPN)	114	E							
Mapper	114	E							
Public Health Educator I	114	E							
Recreation Specialist	114	C							
Water Pollution Control Plant Operator III	114	B							
Administrative Assistant II	115	C	31,488	32,546	33,603	34,661	35,719	36,776	50,920
Administrative Coordinator	115	C							
Child Support Agent II	115	H							
Communication/Placement Specialist	115	C							
Delinquent Collector	115	E							

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TITLE	GRADE	BAND	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Human Resources Technician II	115	C							
Income Maintenance Caseworker III	115	H							
Income Maintenance Investigator II	115	H							
Lead Maintenance Technician	115	B							
Medical Laboratory Technician I	115	E							
Personnel Technician II	115	C							
Program Coordinator	115	H							
RSVP Director	115	H							
Senior Mapper	115	E							
Title Research Specialist	115	E							
Water Pollution Control Plant Operator IV	115	B							
Water Pollution Control Plant Senior Operator	115	B							
Athletic Coordinator	116	C	33,062	34,172	35,284	36,395	37,503	38,615	53,464
Deputy Register of Deeds III	116	E							
Detention Deputy Sheriff	116	G							
Detention Officer Supervisor	116	D							
Engineering Project Technician	116	E							
Field Service Supervisor	116	D							
Human Services Coordinator II	116	H							
Internal Tax Auditor	116	E							
Landfill Operations Supervisor	116	D							
Lead Auto Mechanic	116	B							
Lead Child Support Agent	116	H							
Lead Water System Operator	116	D							
Library Supervisor	116	D							
Nutritionist II	116	E							
Senior Maintenance Technician	116	B							
Solid Waste Collections Supervisor	116	D							
Substance Abuse Counselor II	116	H							
Veterans Services Officer	116	H							
Accounting Specialist I	117	E	34,715	35,882	37,048	38,214	39,380	40,545	56,138
Administrative Officer I	117	D							
Animal Control Supervisor I	117	D							
Animal Shelter Manager	117	D							
Deputy Sheriff	117	G							
Human Resources Specialist	117	C							
Income Maintenance Supervisor II	117	D							
Medical Laboratory Technician II	117	E							
Real Property Appraiser	117	E							
Register of Deeds Technology Support	117	C							
Social Worker II	117	H							
Water Pollution Control Plant Lead Mechanic	117	D							
Administrative Specialist/Campaign Finance	118	C	36,452	37,675	38,899	40,124	41,349	42,575	58,945
Assistant Collections Supervisor	118	D							
Assistant Fire Marshal	118	G							
Assistant Register of Deeds	118	C							
Chief Assistant Register of Deeds	118	D							
Child Support Supervisor	118	D							
Computer Systems Administrator I	118	E							

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TITLE	GRADE	BAND	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
E911 Addressing Coordinator	118	E							
Human Services Coordinator III	118	H							
Information Technology Support Analyst	118	E							
Maintenance Supervisor	118	D							
Maintenance Supervisor/Collections	118	D							
Maintenance Supervisor/Distribution	118	D							
Maintenance Supervisor/Water Quality	118	D							
Natural Resources Specialist	118	E							
Nutritionist III	118	E							
Permitting Technician	118	F							
Program and Events Coordinator	118	C							
Public Health Educator II	118	E							
Senior Appraiser	118	D							
Senior Engineering Project Technician	118	E							
Senior Real Property Appraiser	118	D							
Water Pollution Control Plant Lead Operator	118	D							
Youth Services/Day Reporting Supervisor	118	D							
Code Enforcement Officer	119	E	38,274	39,559	40,845	42,130	43,416	44,703	61,894
Dental Hygienist I	119	E							
Deputy Sheriff/Sergeant	119	G							
Detective Sergeant	119	G							
Elections System Technician Specialist	119	D							
First Sergeant	119	G							
Human Resources Analyst I	119	C							
Information Technology ERP Specialist	119	E							
Information Technology Support Specialist	119	E							
Land Records Supervisor	119	D							
Natural Resources Specialist II	119	E							
Quality Assurance Nurse I	119	E							
Senior Permitting Technician	119	F							
Social Worker III	119	H							
Tax Collection Section Leader	119	D							
Voter Registration Services Coordinator	119	C							
Administrative Officer II	120	D	40,187	41,536	42,888	44,238	45,587	46,937	64,987
Billing Supervisor	120	D							
Chief Appraiser	120	D							
Garage Fleet Supervisor	120	D							
Housing Rehab Inspector	120	E							
Information Technology Network Analyst	120	E							
Information Technology Network eBusiness Specialist	120	E							
Paralegal	120	E							
Planner	120	E							
Revaluation Market Analyst	120	E							
Senior Internal Tax Auditor	120	E							
Social Work Supervisor II	120	D							
Social Worker-Investigative/Assessment & Treatment	120	H							
Tax Listing Section Leader	120	D							

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TITLE	GRADE	BAND	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Transportation Operations Division Leader	120	D							
Utilities Maintenance Superintendent	120	D							
WPCP Chemist & Pre-treatment Coordinator	120	E							
Appraiser Supervisor	121	D	42,196	43,615	45,032	46,449	47,866	49,284	68,236
Building Inspector	121	E							
Dental Hygienist II	121	E							
GIS Programmer Analyst	121	E							
Law Office Manager	121	C							
Public Health Nurse I	121	E							
Purchasing Coordinator	121	C							
Quality Assurance Supervisor/RN	121	E							
Senior Planner	121	E							
Tax Appraising Section Leader	121	E							
Water Pollution Control Plant Superintendent	121	D							
Administrative Services Manager	122	C	44,307	45,795	47,283	48,772	50,261	51,748	71,648
Deputy Sheriff/Lieutenant	122	G							
E911 Communications Manager	122	D							
Environmental Health Specialist	122	E							
Fire Marshal	122	D							
GIS Applications Developer	122	E							
Grants Writer	122	C							
Human Resources Analyst II	122	E							
Income Maintenance Administrator I	122	D							
Information Technology Applications Specialist	122	E							
Information Technology Network Specialist	122	E							
Information Technology Office/Communication Specialist	122	E							
Long Range Planner	122	E							
Senior Code Enforcement Officer	122	E							
Solid Waste and Recycling Division Manager	122	D							
Administrative and Transportation Program Manager	123	D	46,522	48,085	49,648	51,210	52,773	54,336	75,231
Animal Operations Director	123	D							
Database Administrator	123	E							
GIS Coordinator	123	E							
Logistics/Training Chief	123	D							
Natural Resources Administrator	123	D							
Parks & Recreation Director	123	D							
Planning Supervisor	123	D							
Project Manager	123	E							
Property Management Supervisor	123	D							
Public Health Nurse II	123	E							
Purchasing Manager	123	E							
Senior Building Inspector	123	E							
Social Work Supervisor III	123	D							
Utility Operations Manager	123	D							
Aging Director	124	D	48,848	50,488	52,130	53,770	55,413	57,053	78,992
Assistant Finance Director	124	E							
Building Inspection Supervisor	124	D							

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TITLE	GRADE	BAND	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Child Support Director	124	D							
Deputy Director/Fire Marshal	124	D							
Deputy Sheriff Captain	124	G							
Deputy Tax Administrator	124	D							
Environmental Health Program Specialist	124	E							
GIS Manager	124	E							
Information Technology Applications Manager	124	D							
Information Technology Network Manager	124	D							
Internal Auditor	124	E							
Public Health Nurse III	124	E							
Risk and Benefits Manager	124	D							
Social Work Program Manager	124	D							
Soil Scientist I	124	E							
Tax Division Leader	124	D							
Director of Elections	125	D	51,290	53,013	54,738	56,459	58,183	59,905	82,940
Environmental Health Supervisor I	125	D							
Deputy Director/EMS	126	D	53,856	55,664	57,474	59,282	61,092	62,900	87,090
Emergency Management Manager	126	D							
EMS Chief	126	D							
Assistant County Attorney	127	E	56,548	58,448	60,346	62,246	54,046	66,045	91,442
Deputy Sheriff Major	127	G							
Capital Project Manager	128	E	59,375	61,369	63,363	65,358	67,353	69,348	96,014
Chief Deputy	128	G							
County Engineer	128	E							
GIS Director	128	D							
Human Resources Director	128	D							
Information Technology Director	128	D							
Property Management Director	128	E							
Public Health Nurse Director I	128	E							
	129		62,343	64,438	66,533	68,625	70,720	72,816	100,815
Associate County Attorney	130	E	65,461	67,661	69,859	72,057	74,256	76,456	105,856
Physician Extender II	130	E							
Planning Director	130	D							
Public Works Director	130	D							
Deputy County Attorney	131	E	68,733	71,042	73,352	75,661	77,970	80,279	111,148
Chief Finance Officer	132	D	72,170	74,595	77,020	79,444	81,868	84,292	116,707
Health Director	132	D							
Public Safety Director	132	D							
Social Services Director	132	D							
	133		75,779	78,326	80,870	83,415	85,961	88,506	122,543
	134		79,569	82,241	84,915	87,587	90,260	91,921	128,670
Assistant County Manager	135	D	83,546	86,352	89,160	91,966	94,771	97,578	135,103

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<b>Telecommunicators position based on 2080 hours worked yearly</b>									
E911 Communication Specialist	200	G	14.42	17.21	17.75	18.29	18.84	19.40	26.73
E911 Training Specialist	200	D	14.42	17.21	17.75	18.29	18.84	19.40	26.73
E911 Telecommunicator	201	G	13.07	15.65	16.17	16.67	17.18	17.69	24.28

Telecommunicator Supervisor	200	G	14.42	17.21	17.75	18.29	18.84	19.40	26.73
Telecommunicator	201	G	13.07	15.65	16.17	16.67	17.18	17.69	24.28

*E911 Shift Premium of 75¢ per scheduled work hour for employees working 7pm to 7am.*

<b>EMT/EMS 24 hour positions based on 3328 hours worked yearly</b>									
EMT Basic (24 hour shift)	202	G	9.01	9.31	9.62	9.92	10.22	10.52	14.56
EMT Intermediate (24 hour shift)	203	G	9.93	10.27	10.62	10.94	11.28	11.62	16.06
EMT Paramedic (24 hour shift)	204	G	11.48	11.88	12.25	12.65			18.59
Paramedic First Class (24 hour shift)	205	G					13.04	13.42	18.59
Paramedic Corporal (24 hour shift)	206	G	12.08	12.49	12.89	13.31	13.71	14.11	19.52
EMS Captain (24 hour shift)	207	G	12.68	13.10	13.54	13.96	14.38	14.82	20.50
EMS Major (24 hour shift)	208	D	13.98	14.45	14.93	15.38	15.87	16.32	22.49

<b>EMT/EMS 12 hour positions based on 2080 hours worked yearly</b>									
EMT Basic (12 hour shift)	209	G	14.41	14.90	15.38	15.89	16.35	16.84	23.30
EMT Intermediate (12 hour shift)	210	G	15.91	16.43	16.98	17.49	18.04	18.57	25.72
EMT Paramedic (12 hour shift)	211	G	18.38	19.01	19.61	20.24			29.72
Paramedic First Class (12 hour shift)	212	G					20.88	21.48	29.72

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## Special Non-Salaried Positions

Elections Worker - rate set by Elections Board	213	A							
Intern-rate set by Department	214	A							
grant	215								
Public Safety Technician	216	A		17.86	per hour				
Recreation - Multiple Referees for Basketball	217	A		15.92	per game				
Recreation - Open/Closing of Facilities	218	A		15.92	per day				
Recreation - Referee for Football	219	A		15.92	per game				
Recreation - Referee for Soccer	220	A		15.92	per game				
Recreation - Scorekeeper	221	A		10.62	per game				
Recreation - Single Referee for Basketball	222	A		21.22	per game				
Recreation - Umpire for Adult Softball	223	A		19.10	per game				
Recreation - Umpire for Coach Pitch	224	A		15.92	per game				
Recreation - Umpire for Jr. League	225	A		31.84	per game				
Recreation - Umpire for Little League	226	A		19.10	per game				
Recreation - Umpire for Tee Ball	227	A		15.92	per game				
Recreation - Umpire for Youth Softball	228	A		19.10	per game				
Recreation - Concession Worker	229	A		7.47	per hour				

## Appointed Officials

Clerk to the Board	300	D	51,510	x	x	x	x	x	77,369
County Attorney	301	E	77,265	x	x	x	x	x	124,946
County Manager	302	D	104,153	x	x	x	x	x	168,427
Tax Administrator	303	D	59,855	x	x	x	x	x	100,487

## Elected Officials

Register of Deeds	400	D	60,885	x	x	x	x	x	98,457
Sheriff	401	G	72,114	x	x	x	x	x	122,218

On Call Pay for Non-Exempt Only	Per Day Rate	Per Day Rate
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Monday - Thursday .....	\$10.00	Friday, Saturday and Sunday .....	\$20.00
<u>Departmental policies are in place and must be followed for payment of on-call pay.</u>		County Observed Holiday .....	\$30.00